

December 17, 2010

Tom Brim
President
Association of Building, Mechanical and Electrical Inspectors (ABMEI)
c/o Planning, Building and Code Enforcement

RE: City/ABMEI Negotiations

Dear Tom:

As you know, the City is again facing a significant budget shortfall for Fiscal Year 2011-2012. On November 18, 2010, at a Special Council meeting, the City Council approved the following direction for labor negotiations. As noted at the Council meeting, negotiations over these items are subject to the meet and confer process.

- An additional 5% total compensation reduction
- Sick Leave Payout Reform
- Compensation Structure Reform
- Retirement Reform

In addition to this direction, the City Council also approved the following guiding principles for labor negotiations. More detailed information regarding these guiding principles can be found at http://www.sanjoseca.gov/clerk/Agenda/20101118/20101118_0303a1sup.pdf.

1. Commence Negotiations in January 2011
2. Continue Using a Total Compensation Approach
3. Savings Must be Achievable & Verifiable in Fiscal Year 2011-2012
4. Reductions in City Jobs and Services Do Not Reduce Per Employee Costs
5. Avoid Adverse Impact to Retirement Systems
6. Consider Inter-Relationship of Variations by Bargaining Unit
7. Transparency in Negotiations
8. Availability of Information Requests and Responses to be Public
9. Inclusion of Operational and Other Contractual Issues

Since ABMEI does not have a current contract, we would like to begin negotiations with you on items other than retirement benefits as soon as possible. Please note a separate communication will be sent regarding negotiations over retirement benefits.

Given the significant issues that we will be discussing in negotiations, we would like to begin as early as possible in January. We propose that the first meeting occur the week of January 10th. Since it will be our first meeting, we propose scheduling the meeting for two hours. Please let us know your availability during the week of January 10th.

As you may be aware, the City's Employer-Employee Relations Resolution provides for paid release time for up to three (3) representatives to attend these negotiation meetings. Please let us know the names of the employees that will be participating in the negotiations. We will ensure the employees are provided release time to attend the scheduled meetings.

Should you have any questions, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to be 'Alex Gurza', with a long horizontal flourish extending to the right.

Alex Gurza
Director of Employee Relations

c: Gina Donnelly, Deputy Director of Employee Relations